CHAPTER 4

TRAINING

Overview

- EO awareness training and its requirements
- Annual EO training
- Other recommended leadership training
- Training for CEOM’s and EOR’s
- Special Emphasis Observance responsibilities

Training

- **Best method / effectiveness is through small group discussions**
- **EOR and / or EOA facilitate**
- **Imbedded in leadership development**
- **Personal involvement by the commander**

Required Training consists of:

- **Indoctrination Training**
  - **Command's EO policies and procedures**
  - **Complaint processing**
  - **Informal Resolution System (IRS)**
  - **How to contact the command's EOR, CEOM, and EOA**

Required Training consists of:

- **Annual Training**
  - **All personnel will receive one hour annually**
    - ✓ **Training that details the Marine Corps EO policy**
    - ✓ **Effects of discrimination and sexual harassment**
    - ✓ **How discrimination undermines morale and mission**
    - ✓ **Use of IRS**
  - **Commanders are encouraged to tailor training to meet command needs**

Other Recommended Leadership Training:

- **Other levels of Leadership training we offer:**
  - **EO leadership awareness**
  - **Complaint procedures**
  - **Team Marine**

Leadership and EO Focus

- **Strengthens our leadership abilities**
- **Builds professional working relations**
- **Reflects fairness and unbiased actions as part of our Core Values**

EOR / CEOM Training Requirements

- **Indoctrination training**
- **EOR course**
- **Quarterly sustainment training**

Special Emphasis Observance Training

- Recognition of various DoD observances
- Left to the commander's discretion
- Some form of acknowledgment must be accomplished
- Commanders may elect to conduct a combined multicultural event
- Establish EO councils to plan observances

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